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Background information

The research was presented in the following two papers, at the EMCC Research Conference at Cergy-Pontoise University on 26-27 June 2014:

- Carter A, Blackman A & Hicks B (2014) Barriers to successful coaching outcomes
- Blackman A, Carter A & Hay R (2014) Coaching for Effectiveness: Initial Findings from an International Study

Press copies are available on request.

The papers were recently published in Book of Conference Proceedings from 4th EMCC Research Conference, Megginson D & Lindall P (Eds), by the European Mentoring and Coaching Council (EMCC), which can be purchased via the EMCC website:

<http://www.emccbooks.org/book/book/2014-research-conference-book-duplicate>

About the study

This is the first time IES and James Cook University (JCU) have collaborated on HR research. Drs Anna Blackman and Alison Carter met at an EMCC conference two years ago where they were both presenting findings of previous research studies. They realised they shared a common desire to test out empirically the various claims made about coaching in work settings. Following the enormous success of this international study the organisations expect to collaborate again on other topics.

There are many claims and myths about coaching outcomes that have been made by coaches and coaching associations. As a result of their study from the coachee perspective IES and JCU plan a series of papers to confirm or debunk these myths. The first two are being published at this time. Future papers will present evidence about successful coaching outcomes in terms of organisational support, coaching context, and the characteristics of a successful coach.

About the authors

Dr Alison Carter

Dr Alison Carter is an Associate Fellow at Institute for Employment Studies (IES) in UK where she leads IES' coaching research and consultancy area of expertise. She also writes, speaks and consults on a range of HR, OD and leadership development issues. Alison was a Director of EMCC (2003-2005), Co-Chair of the 2nd Harvard International Coaching Research Forum (2009) and is a Chartered Fellow of CIPD.

Dr Anna Blackman

Dr Anna Blackman is a Senior Lecturer in the College of Business, Law and Governance at James Cook University in Townsville, Australia. Dr Blackman's areas of expertise include business coaching, Human Resource Management, Business Management and Wellbeing. She is the Course Co-ordinator for the Graduate Certificate in Australian Rural Leadership for the Australian Rural Leadership Foundation and is a Queensland Councillor for the Australian Human Resources Institute.

About IES

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